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## **HEALTH & FAMILY WELFARE DEPARTMENT**

### **NOTIFICATION**

**The 20th April, 2023**

**Subject: Revision in Dynamic Assured Career Progression (DACP) Scheme  
for Odisha Medical and Health Services (OMHS) Cadre Medical Officers.**

No.9179—HFW-MSII-AESTT-0008/2023/H.—In order to encourage the members of Odisha Medical and Health Services (OMHS) Cadre and to bring about greater commitment and dedication, Government by invoking rule 16 of ORSP Rules, 2017 had introduced the Dynamic Assured Career Progression (DACP) Scheme in place of Modified Assured Career Progression (MACP) Scheme for these Medical Officers providing them 03 (three) assured promotions i.e. after 07 years, 14 years and 21 years of service counted from the direct entry level vide Health & FW Department Notification No.6735/H, dated the 8th March, 2019.

2. Considering the cadre strength of OMHS cadre, it is not possible to create adequate numbers of higher level posts commensurate with large number of base level posts. In order to address long delays in promotions, Government is pleased to consider revision in the existing structure of the DACP scheme for the OMHS cadre stipulated in the aforesaid Notification dated the 8th March, 2019 by invoking rule 16 of the ORSP Rules, 2017 providing them (04) four assured career progressions / financial up-gradations on completion of 6 years, 12 years, 18 years and 24 years of continuous regular service counted from the direct entry level being recruited through Odisha Public Service Commission (OPSC) as given in the following table:

<b>Sl. No.</b>	<b>Career progressions/ Financial up gradations under DACP Scheme</b>		<b>No. of years of regular service required for career progression under the DACP Scheme</b>
	<b>From</b>	<b>To</b>	
1.	Level-12	Level-13	6 years of continuous service from entry level being recruited through OPSC
2.	Level-13	Level-14	12 years of continuous service from entry level being recruited through OPSC
3.	Level-14	Level-15	18 years of continuous service from entry level being recruited through OPSC
4.	Level-15	Level-16	24 years of continuous service from entry level being recruited through OPSC

3. For availing the above assured career progressions/ financial up gradations under DACP Scheme, a Medical Officer shall fulfill all other criteria of promotion as required under Odisha Medical and Health Service (Method of recruitment and conditions of service) Rules as well as the Odisha Civil Services (Criteria for Promotion) Rules as amended from time to time .

4. There shall be a Screening Committee to be specially constituted to decide the eligibility of the Medical Officers for up-gradation under DACP Scheme. The Screening Committee shall follow a time schedule and meet once in a calendar year, preferably during the month of January to March of every year. The Screening Committee shall consider the cases of Medical Officers those who completed the required mandatory period by the end of previous calendar year i.e. 31st December of previous year.

5. The Medical Officers recommended by the Screening Committee shall be allowed financial up-gradations from the date of completion of required mandatory period of service. The cases of Medical Officers who are not selected/ recommended by the Screening Committee due to non-availability of required Performance Appraisal Report(PARs)/ non-submission of Property Return shall be considered in due course in the next subsequent year, but they shall be allowed respective financial up-gradations from the date of issue of such order.

6. In case of pendency of Disciplinary/ Vigilance/ Judicial proceeding etc., grant of benefit under the DACP shall be subject to rules governing normal promotion. Such cases shall be regulated under the provisions of the OCS (CCA) Rules, 1962 and the laws under which the judicial proceedings are instituted, as the case may be.

**7.** If a regular promotion in due course is refused/ forego by the Medical Officer before becoming entitled for assured career progressions/ financial up gradations under DACP Scheme, then he will not be given any benefits under DACP Scheme, as the Medical Officer has not been stagnated due to lack of promotional opportunity.

**8.** Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial up-gradation under the scheme. There shall be no further fixation of pay at the time of regular promotion, but the usual date of increment shall be retained.

**9.** The DACP Scheme envisages merely placement in the immediate next higher Level in the Pay Matrix.

**10.** On grant of financial up gradation under the scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.

**11.** The financial up gradation under the DACP Scheme shall be purely personal to the Medical Officer and shall have no relevance to his position of seniority in the grade. As such, there shall be no stepping up of pay/ antedation of increment between senior and junior after regulation of pay under DACP Scheme.

**12.** The Medical Officers on deputation need not revert to the parent Department for availing the benefit under DACP Scheme.

**13.** Any relaxation required for effective implementation of the DACP scheme shall be done in consultation with concerned Authorities/ Departments.

**14.** This Notification supersedes DACP Scheme issued vide Health & FW Department Notification No.6735/H, dated the 8th March, 2019.

**15.** This revised DACP Scheme shall take effect from the date of issue of this Notification.

**16.** This has been duly concurred in by Finance Department in their OSWAS File No. 0008-FIN-SOS3-2019 dated the 4th April, 2023.

By Order of the Governor

SHALINI PANDIT

Commissioner-cum-Secretary to Government